

Equality, Diversity, Cohesion and Integration Screening



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration.

A **screening** process can help judge relevance and provides a record of both the **process** and **decision**. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality, diversity, cohesion and integration.
- whether or not equality, diversity, cohesion and integration is being or has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Adults and Health	Service area: Commissioning
Lead person: Aidan Smith	Contact number: 0113 3787856

1. Title: Home Independence and Warmth Procurement

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

2. Please provide a brief description of what you are screening

The commissioning of a home independence and warmth service which helps people to live safely and independently in their own homes through ensuring properties are fit and suitable to live in. Improving warmth and energy efficiency, making home improvements to prevent falls and preventing delays in discharge from hospital because of a risk of falling are all key components of supporting a person to live a healthy and independent life.

Leeds City Council currently has several contracts that address these issues. Between them they provide:

- Home repairs (minor)
- Faster discharge from hospital through minor home adaptations
- Falls prevention (home assessment, minor home adaptations and equipment)
- Energy efficiency improvements (installation of small measures such as draught proofing and referrals for large measures such as insulation and heating)
- Benefits checks and fuel bill advice

- Crisis funding for emergency repairs to existing heating / hot water systems and temporary heating.

A service review and needs analysis have been undertaken, which has found that both need and demand continue to rise. An options appraisal has determined that client experience and outcomes, and efficiencies could be made by bringing these functions together into one service. There is already close working between these services, so the proposed change will seek to formalise and build on the benefits that have already been realised. The practical effects of the change will mean:

- No change to the range of measures on offer
- Increased opportunities for residents to benefit as the various former eligibility criteria are made more consistent
- Simplified access
- A more co-ordinated, holistic offer, where clients are assessed for all needs

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies and policies, service and functions affect service users, employees or the wider community – city wide or more local. These will also have a greater or lesser relevance to equality, diversity, cohesion and integration.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation. Also those areas that impact on or relate to equality: tackling poverty and improving health and well-being.

Questions	Yes	No
Is there an existing or likely differential impact for the different equality characteristics?	✓	
Have there been or likely to be any public concerns about the policy or proposal?		✓
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	✓	
Could the proposal affect our workforce or employment practices?		✓
Does the proposal involve or will it have an impact on <ul style="list-style-type: none"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity • Fostering good relations 		✓

If you have answered **no** to the questions above please complete **sections 6 and 7**

If you have answered **yes** to any of the above and;

- Believe you have already considered the impact on equality, diversity, cohesion and integration within your proposal please go to **section 4**.

- Are not already considering the impact on equality, diversity, cohesion and integration within your proposal please go to **section 5**.

4. Considering the impact on equality, diversity, cohesion and integration

If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.

Please provide specific details for all three areas below (use the prompts for guidance).

- **How have you considered equality, diversity, cohesion and integration?** (think about the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

A detailed needs analysis has been carried out, incorporating demographics, health data current service information and the findings of consultation with clients, stakeholders and current staff to determine the needs of different groups.

The options appraisal considered the effects of a range of delivery options.

A market sounding exercise was undertaken to ask for views from the market, and no concerns were raised.

Service modelling has been client focused when looking at the scope and organisation of the service and determining what needs to be included in the specification.

- **Key findings** (think about any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

Positive

- The service is targeted at those most in need of help to improve health and wellbeing and tackle poverty
- There will be signposting to improve social networks and reduce isolation
- It will be a more streamlined and holistic service, improving the client experience through better access and a wider range of outcomes
- Wider eligibility for some types of measure will mean more people can benefit

Negative

- This service is targeted at those with the most urgent need. Other clients will be supported through Adult Social Care, with potentially longer waiting times. There may be a perception that some people will be getting preferential treatment however the decision over which provision is received will be made by qualified professional/clinician.

- **Actions** (think about how you will promote positive impact and remove/ reduce negative impact)
- There will be comprehensive marketing, promotion and training during the mobilisation

so that residents, referrers and professionals are aware of the wider eligibility, service offer and access routes

- Promotion of the service and its aims will provide clarity about priority and targeting for both referrers and clients

5. If you are **not already considering the impact on equality, diversity, cohesion and integration you **will need to carry out an impact assessment.****

Date to scope and plan your impact assessment:

Date to complete your impact assessment

Lead person for your impact assessment
(Include name and job title)

6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Lucy Jackson	Consultant in Public Health	17 th January 2018
Date screening completed 17th January 2018		

7. Publishing

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions or a Significant Operational Decision.**

A copy of this equality screening should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality screenings that are not to be published should be sent to equalityteam@leeds.gov.uk for record.

Complete the appropriate section below with the date the report and attached screening was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent: 17 th January 2018
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: